

Fig. 1

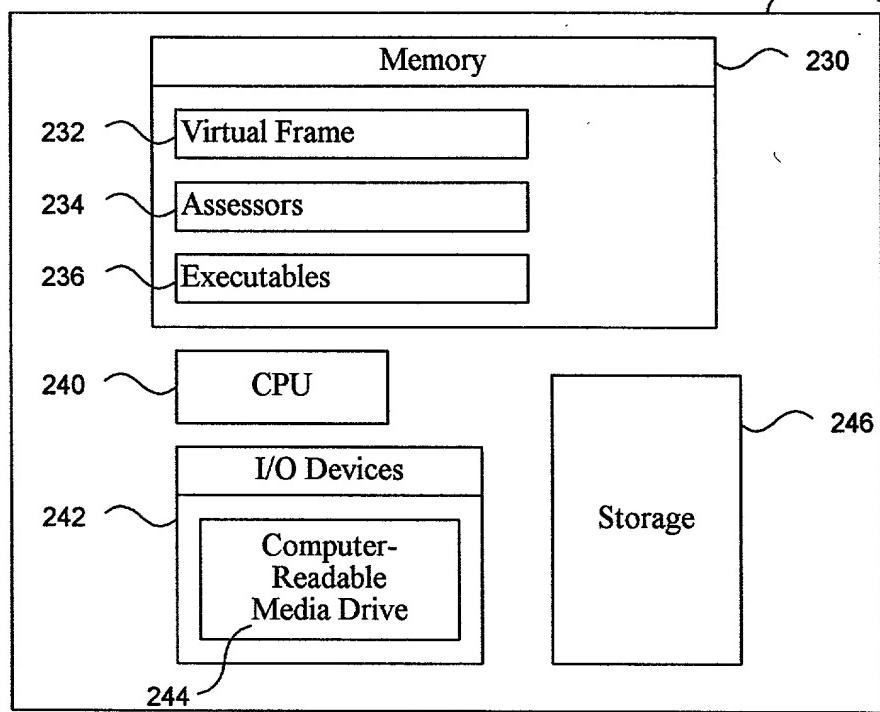


Fig. 2

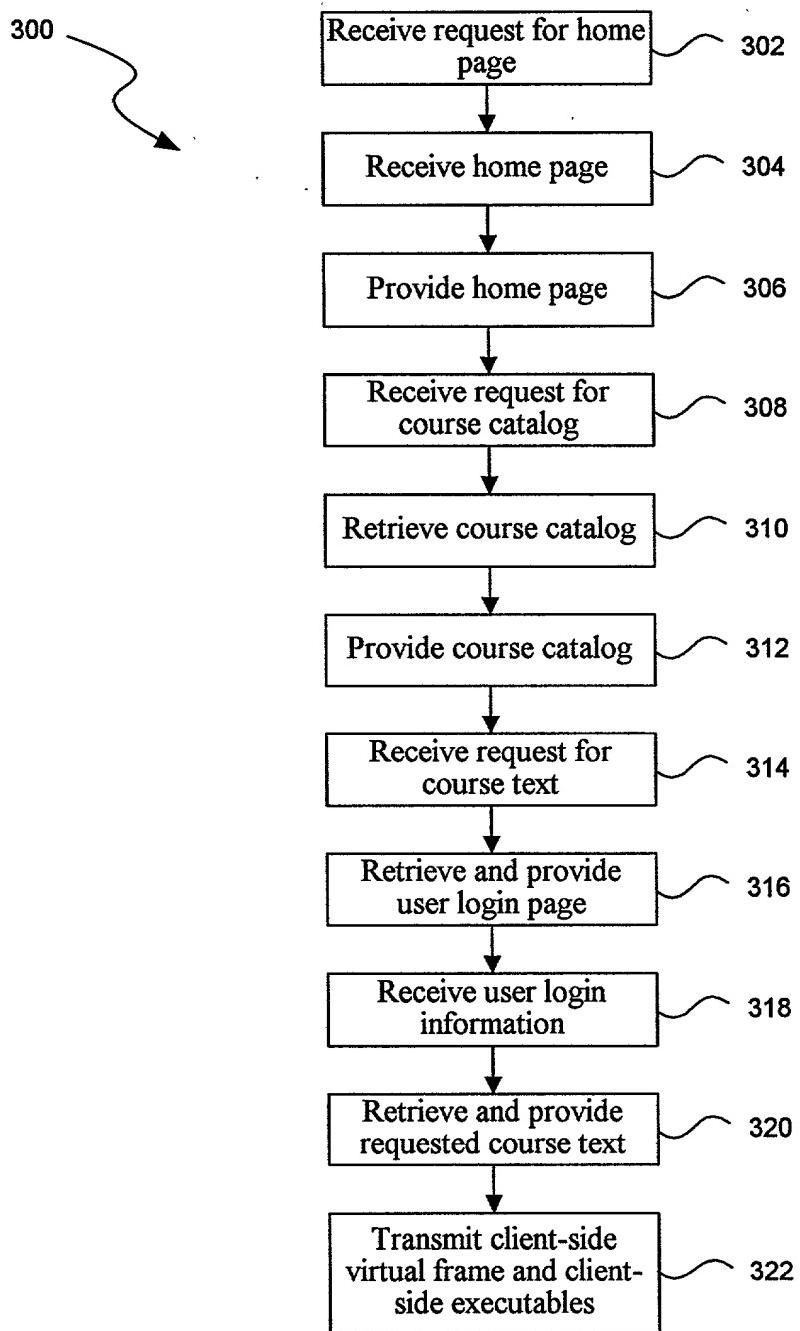


Fig. 3A

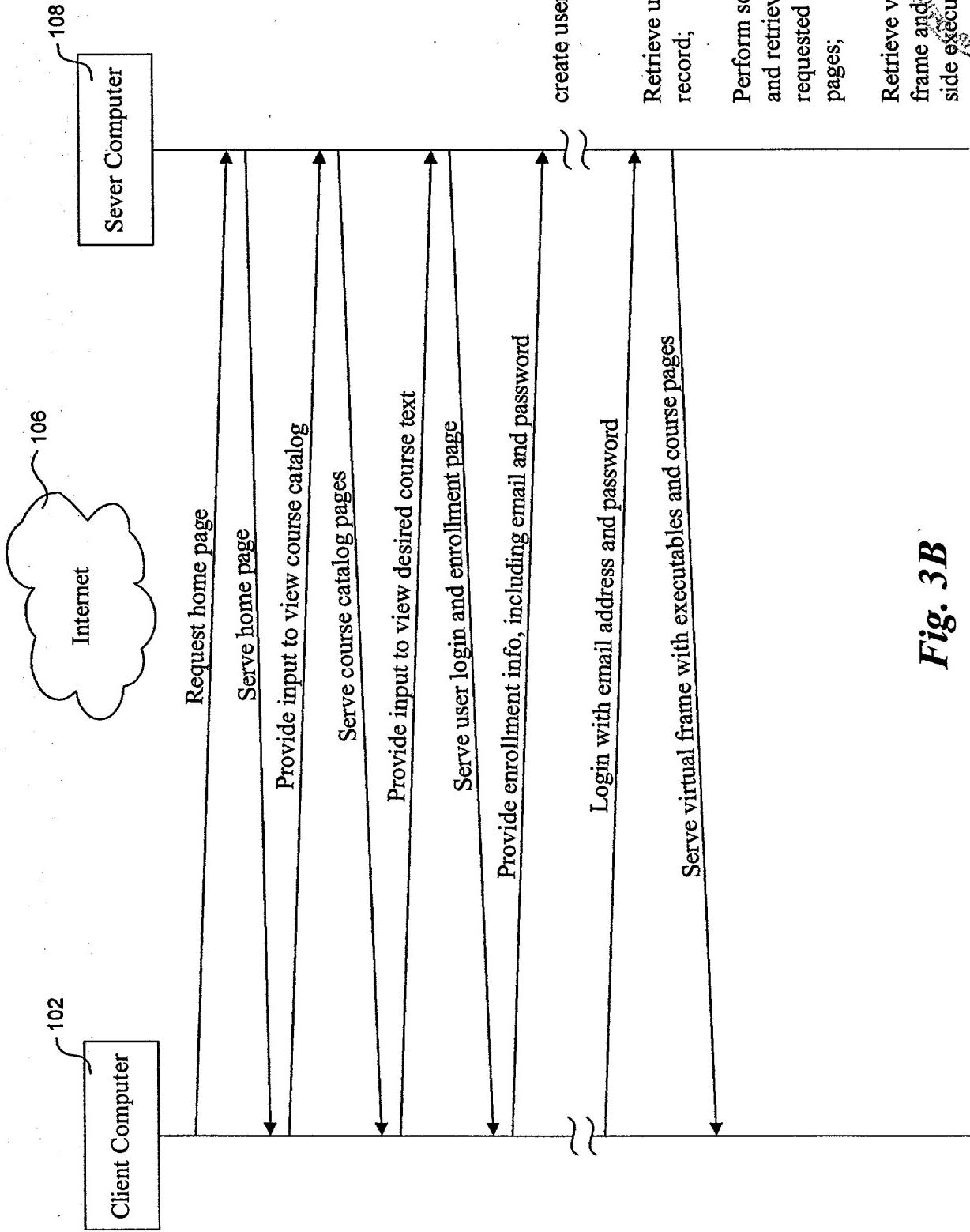


Fig. 3B



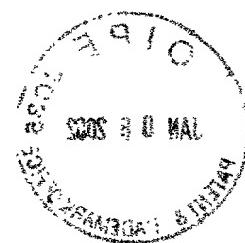
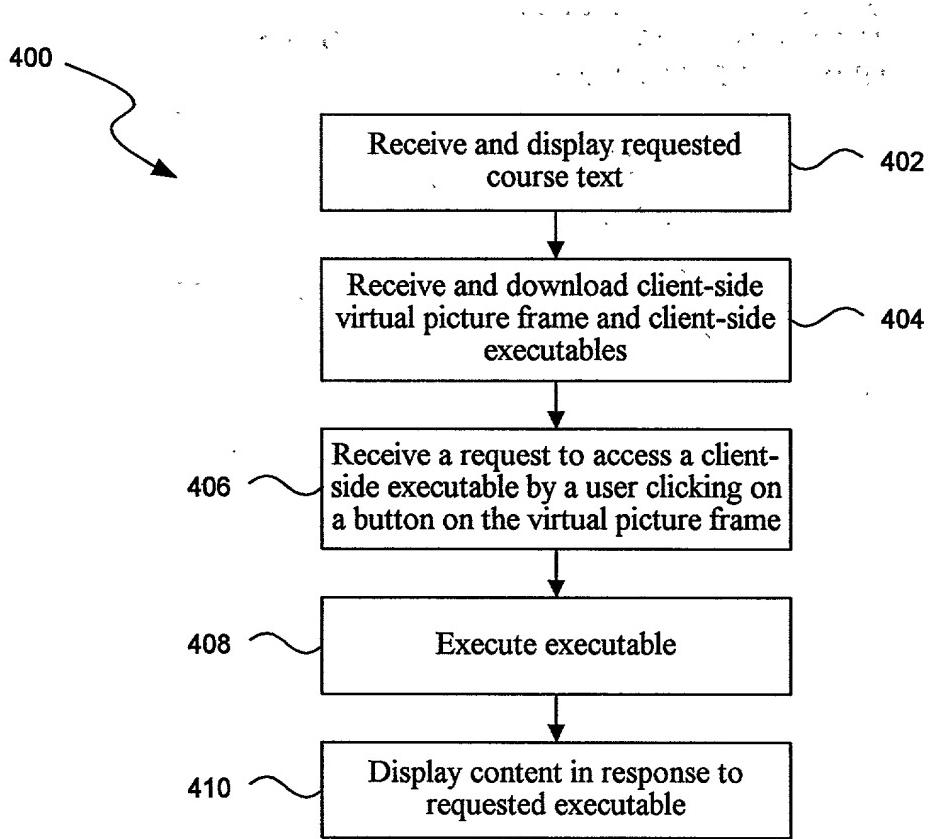


Fig. 4



500

546 548 550

532 530 528 526 524 522 520

532 530 528 526 524 522 520

534 536 538 540 542 544 502

506 508 510 512 514 516 518

502

ERI Economic Research Institute

File View To Install Update Data Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Free Data X-Files/10Ks Survey X-Weeks Demographics Immigration Codes/Laws

552 554 Distance Learning Center

ERI's Distance Learning Center

Free Self-Evaluation

Enroll Now!

Benefits of Online Learning

View Course Catalog

Obtaining CPE, MCE, & CE Credits

ERI Master Certificate

How to Begin

IBCA Textbook

Send Feedback

Assessors' Resources

IBCA Wizard Active Analysis

Analysis Tutorial Workshop Online Survey Reference URL ERI URL

[image not available]

Your Resource for Compensation & Benefits Education

Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, ERI Distance Learning Center offers forty-six courses covering (mostly advanced) compensation and benefits topics. Review & complete listing of available courses by clicking here to see the present Course Listing.

Education without the Hassle

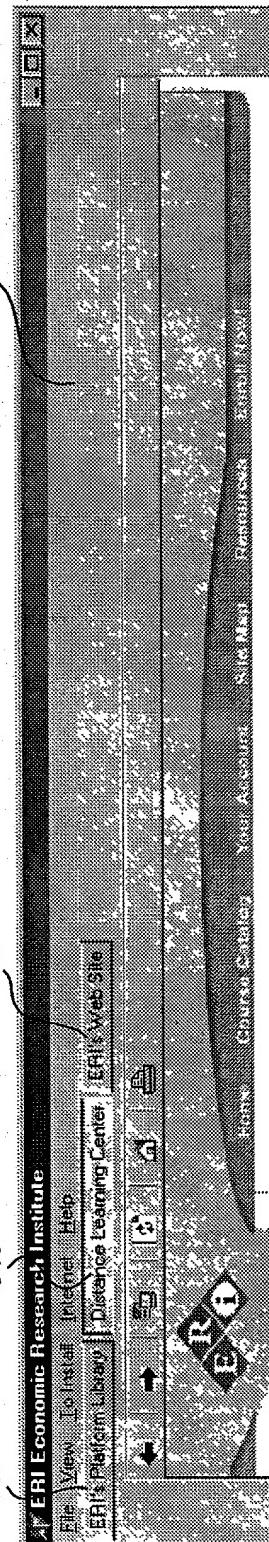
ERI realizes that today's professionals need to obtain continuing education, but may not have the time to attend seminars away from the workplace. ERI Distance Learning Center courses creates a solution by allowing easy access to compensation & benefits education from anywhere in the world via a computer with an Internet connection.

CPE, MCE, & CE Credits Available

All courses may be taken free of charge if you enter from a university computer, and ERI Assessor Series program, or from an association site. If you wish to receive CPE, MCE, or CE credits for courses, enter that desire when you "login". Should course credit exist for your location (varying by state/province), both the interactive course and/or the test will notify you. For further details on obtaining the discussed credits, please click here.

Fig. 5

500



546 548

ERI Economic Research Institute

View | Search | Help

ERI's Platform Library

Distance Learning Center

ERI's Web Site

Log In

504

Distance Learning

[ERI LEARNING]

Free Self-Evaluation

Benefits of Online Learning
Enroll Now!

View Course Catalog

Obtaining CPE, MCLE, &
CE Credits

ERI Master Certificate

How to Begin

IBCA Textbook

Send Feedback

Your Resource for Compensation & Benefits Education

Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, the ERI Distance Learning Center offers 50 courses covering compensation, benefits and benefits topics. Review the current Course Listing by clicking here.

Education without the Hassle

ERI realizes that today's professionals need to earn continuing education credits, but don't have time to attend seminars away from the workplace. DLC courses provide convenient, internet based access to compensation and benefits education from anywhere in the world.

CPE, MCLE, & CE Credits Available.

All courses may be taken without a credit card transaction if accessed through a participating university computer, an ERI Complete Consultant Series Plus licensed program, or an organization that has purchased a Course Package. Users that need to receive CPE, MCLE, or CE credits for courses, can view a list of accredited courses by clicking here.

Master ERI Certificate

ERIC Wizard	Analysis	Tutorial	Workshop	Textbook	Online Survey	Reference URL	ERIC URL
506	508	510	512	514	516	518	
Fig. 64							

14430ART&MAIL

OCT 23 1998

O 16 E



500

ERI Economic Research Institute

File Your Total Income
ERI's Platform Based Distance Learning Center ERI's Web Site

546 548 550

532 528 526 524 522 520

Distance Learning Center

R E I

Distance Learning Center Account

Benefits Education News

504

Your Resource for Compensation & Benefits Education

Developed to provide a resource for those wishing to expand their knowledge in the area of compensation and benefits, the ERI Distance Learning Center offers 50 courses covering compensation and benefits topics. Review the current Course Listing by clicking here.

Education without the Hassle

ERI realizes that today's professionals need to earn continuing education credits, but don't have time to attend seminars away from the workplace. DLC courses provide convenient, internet based access to compensation and benefits education from anywhere in the world.

CPE, MCLE, & CE Credits Available.

All courses may be taken without a credit card transaction if accessed through a participating university computer, an ERI Complete Consultant Series Plus licensed program, or an organization that has purchased a Course Package. Users that need to receive CPE, MCLE, or CE credits for courses, can view a list of accredited courses by clicking here.

502

Master ERI Certificate

DLC Wizard	Analysis	Tutorial	Workshop	Textbook	Online Survey	Reference URL	ERI URL
506	508	510	512	514	516	518	

Fig. 6B

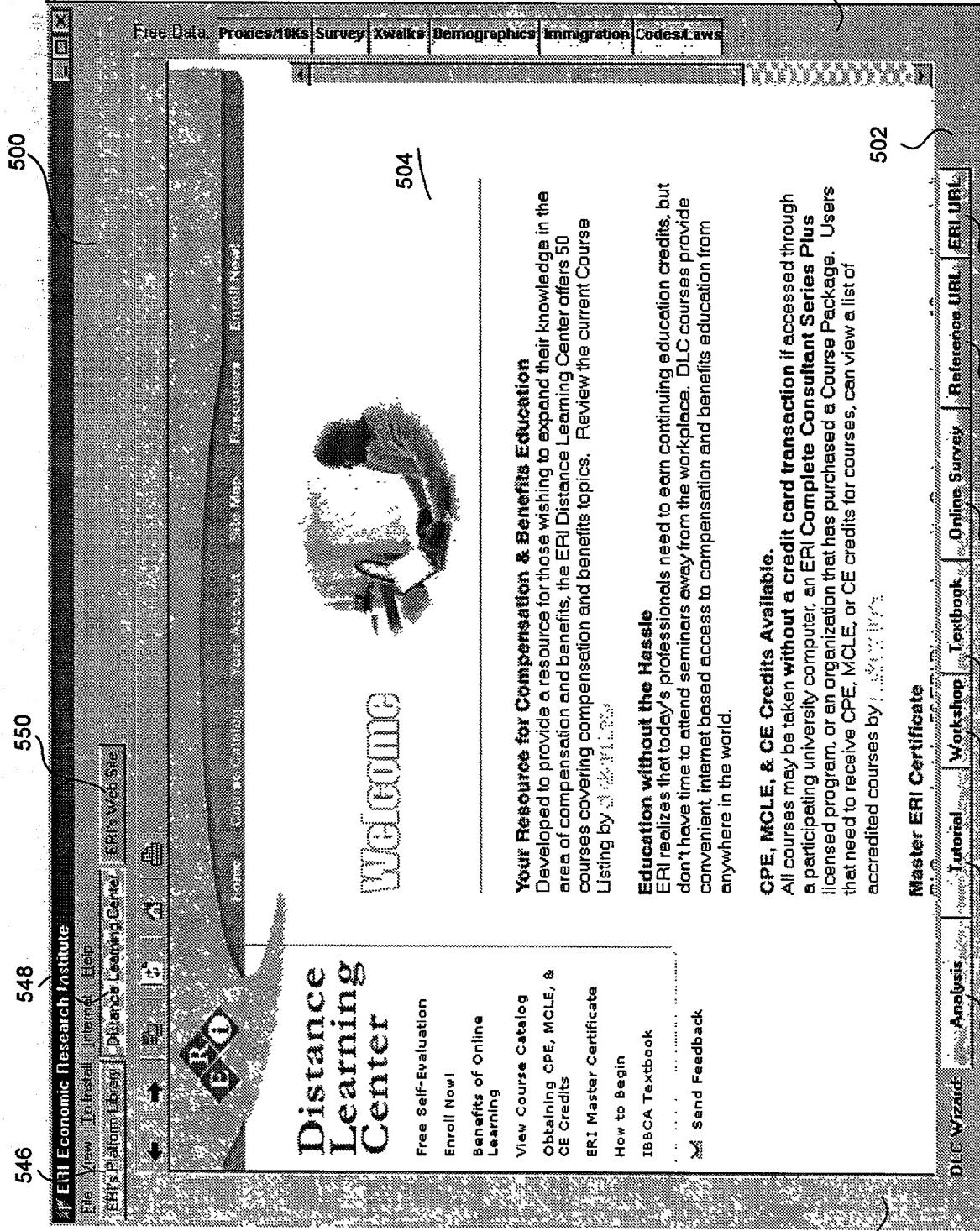


Fig. 6C

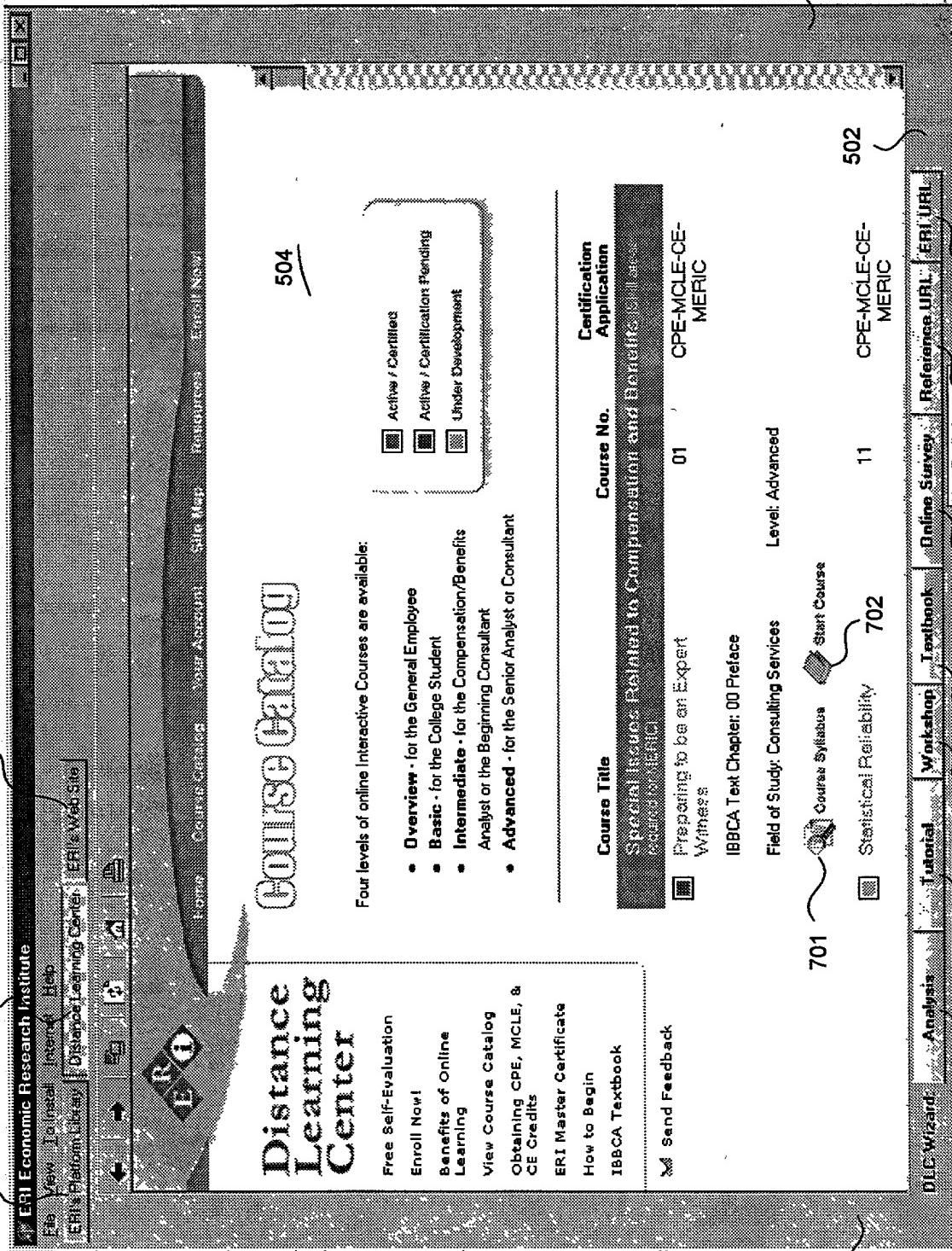


Fig. 7

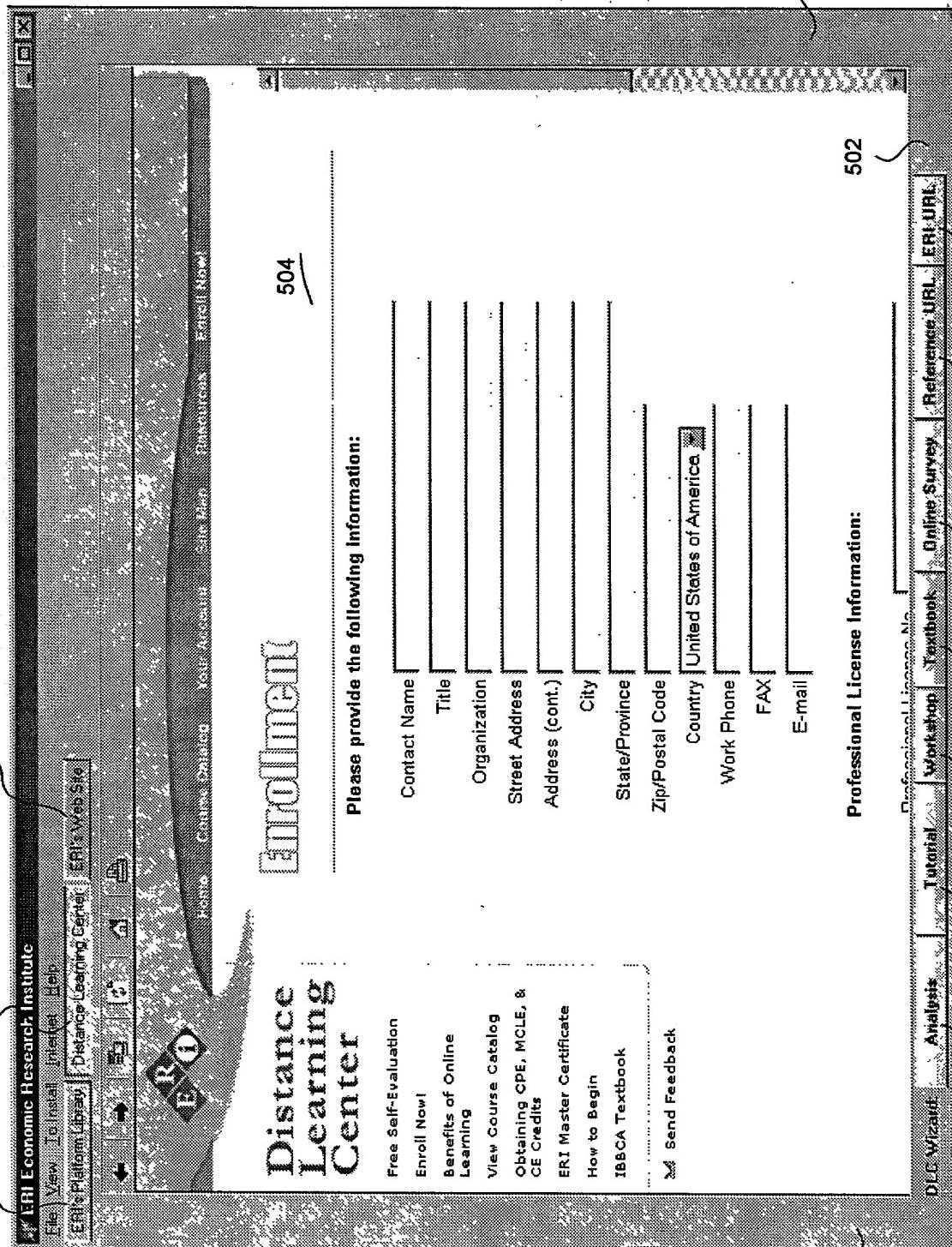


Fig. 8B

42

502

, 512 , 514 , 516 , 518

DEE-Vizard	Analysis	Tutorial	Workshop	Textbook	Online Survey	Reference URL	ERI URL
DEE-Vizard	Analysis	Tutorial	Workshop	Textbook	Online Survey	Reference URL	ERI URL

2020-2021 Spring Semester

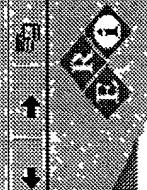
546 548

ERI Economic Research Institute

The Year Ahead [Project Home]

ERI's Project Library [Distance Learning Center]

ERI's Web Site [ERI's Home]



Course:

ERI: Preparing to be an Expert Witness

Course Objectives

Course Texts

Final Exam

Evaluation

Certificate

Exit Course

Send Feedback

03:25 Time Elapsed

Course Text

Preface
For the Practitioner: Skill and Abrace of Witness

Preparing to be an Expert Witness

DEDICATION

This first course of ERI's Distance Learning Center is dedicated to those compensation and benefit consultants with whom the author has testified, against and for, over the years. During those years, it has taken no effort to note that the profession of being an "expert" is a deadly one. Fuller, Bauder, Sulikian, Brahman ... the list goes on and on of consultants who have suffered heart attacks, strokes, and worse. The stress of being an expert witness cannot be overlooked. "Sitting around", eating nervous lunches, working late hours, long plane rides, and a lack of a schedule compounds the pressure. For some, there is no place as dangerous to one's thought processes as a courtroom, no place as exciting.

In the mid 1970s, this author patterned his company after a consulting firm in Los Angeles known as OH&H. That firm's principal, Xie Olaine, became even more of a mentor when in the mid 1980s, he abruptly retired and moved to the Northwest to live and sail. In February 2001, while walking through the tulip festival in LaConner, Washington, the author chanced to stop in at the Northwest Academy of Art. On the wall were written these words, "In memory of Xie, love Babo".

I said to the older lady at the counter as I was walking out, "I didn't know that Xie Olaine had died."

She said, "Yes, it was 5 years ago."

502

502

502

Fig. 9

506 508 510 512 514 516 518

ERI URL



20010707 145454 3150

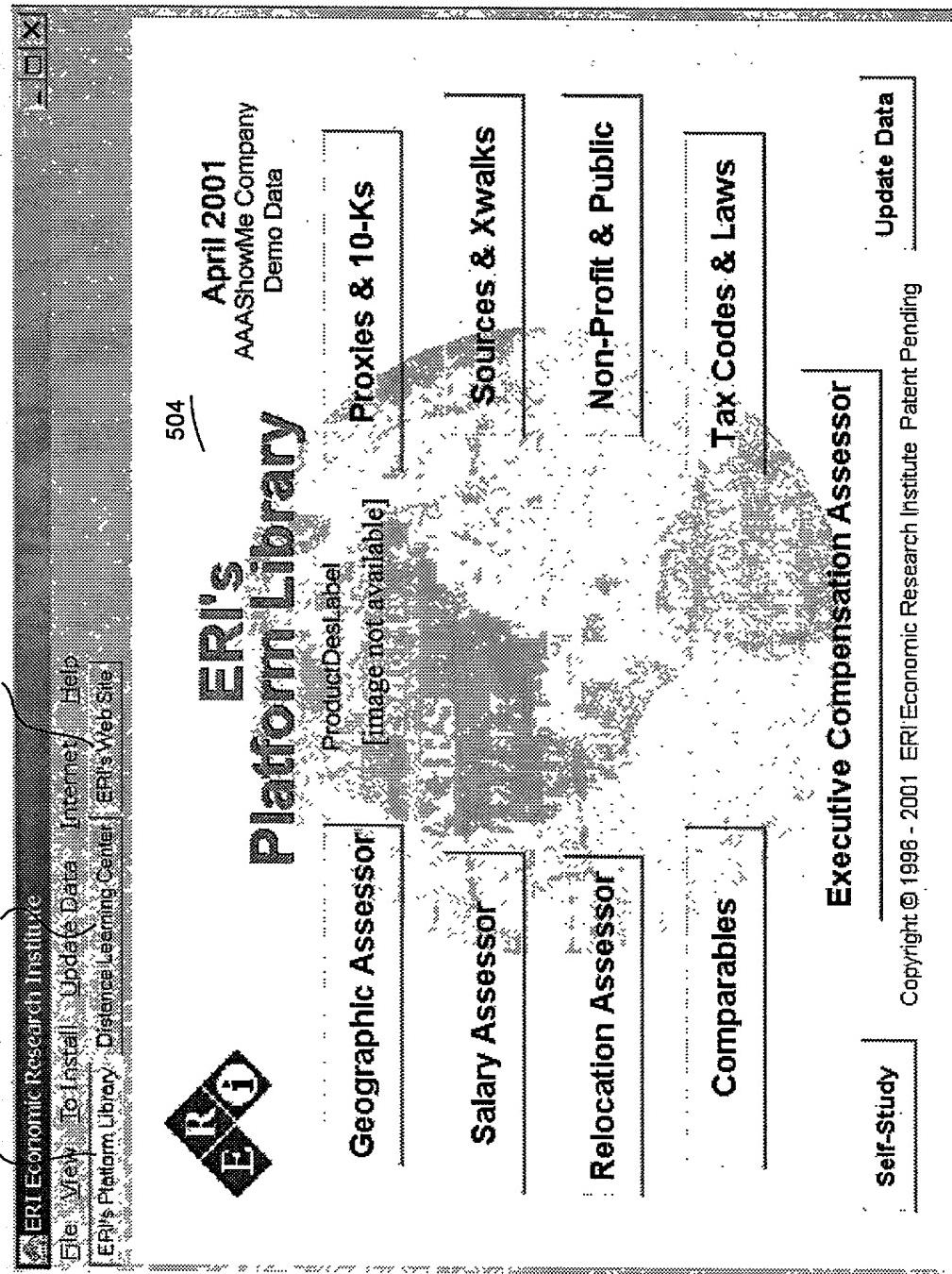


Fig. 10

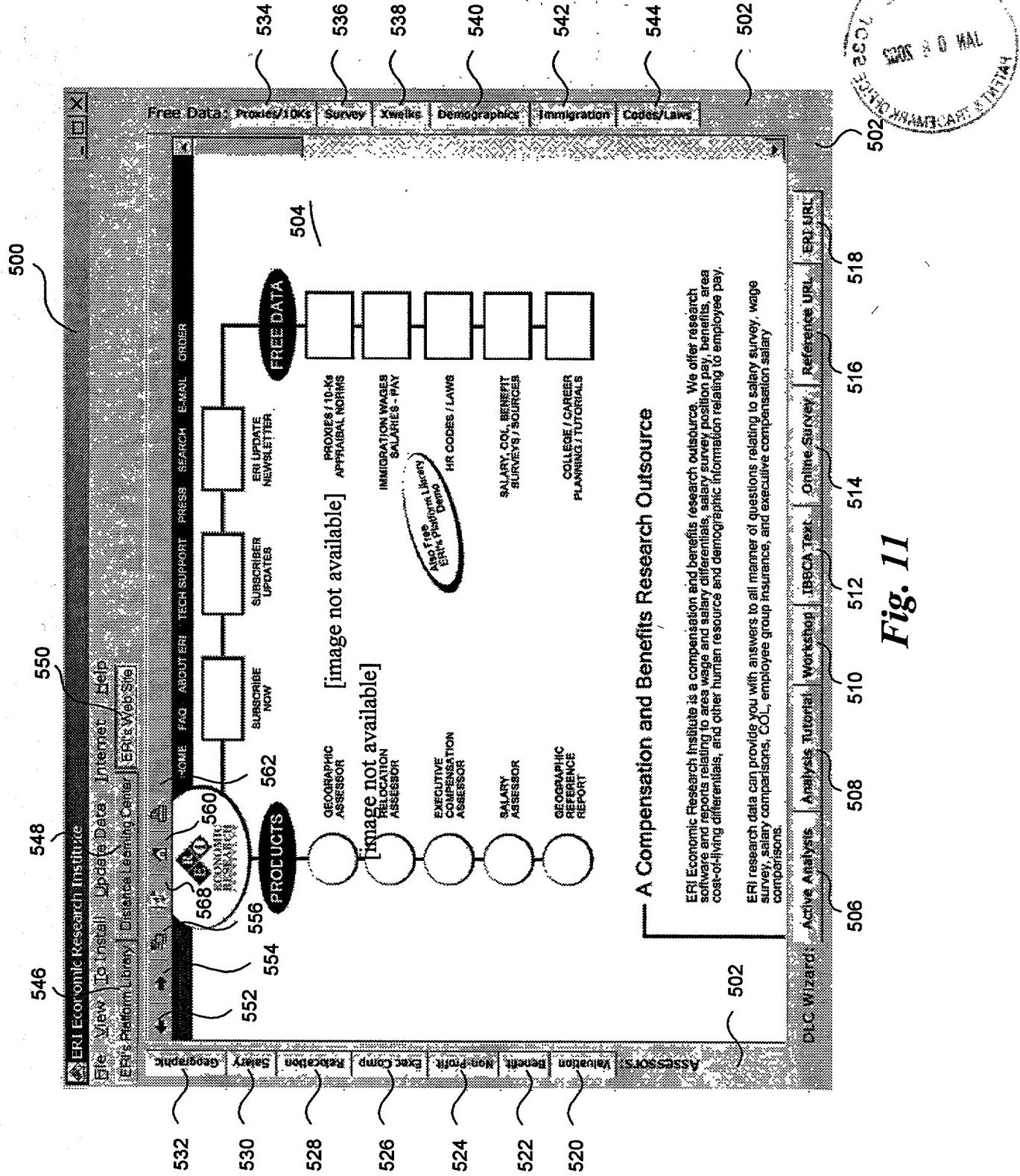


Fig. 11

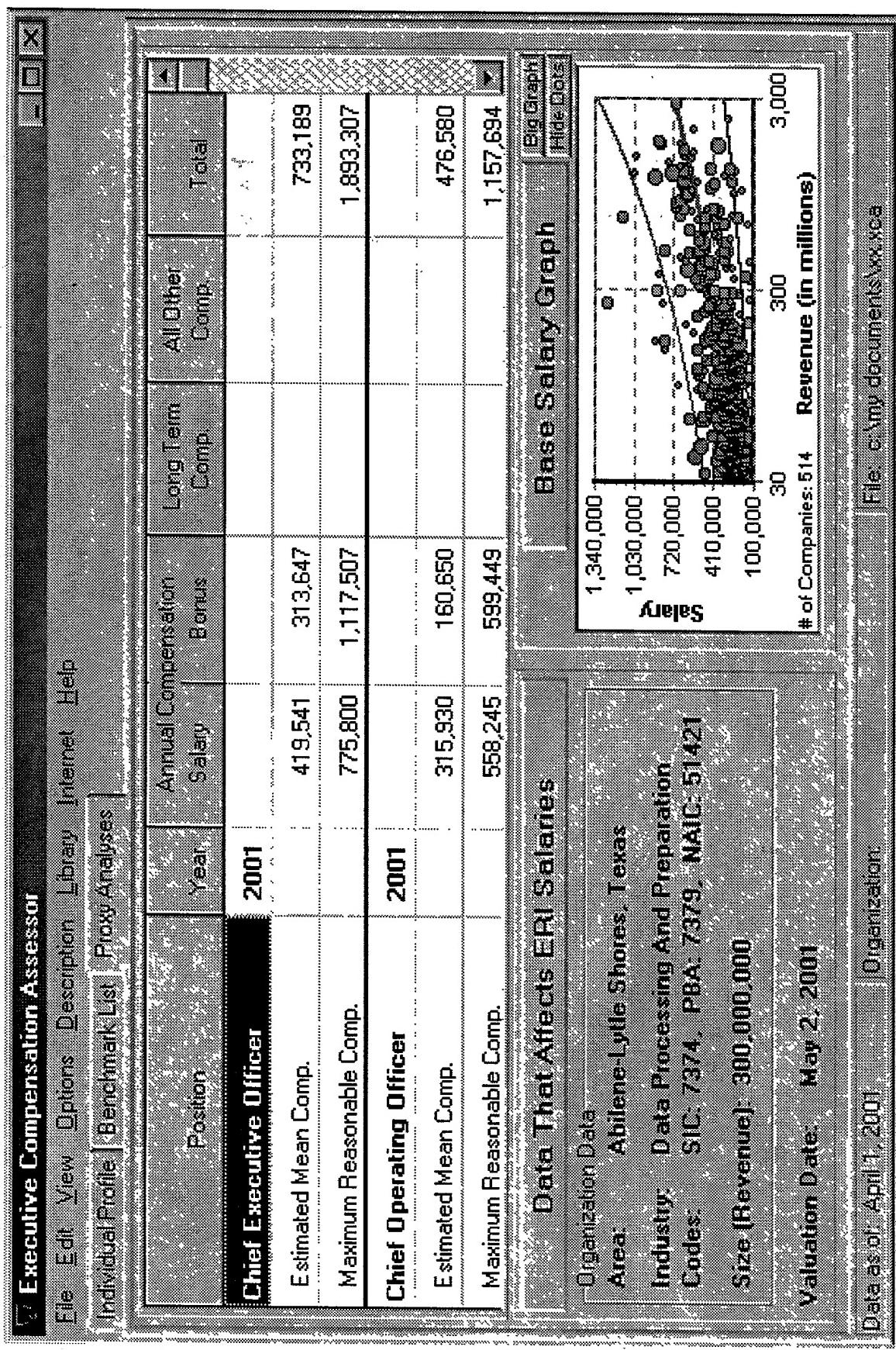
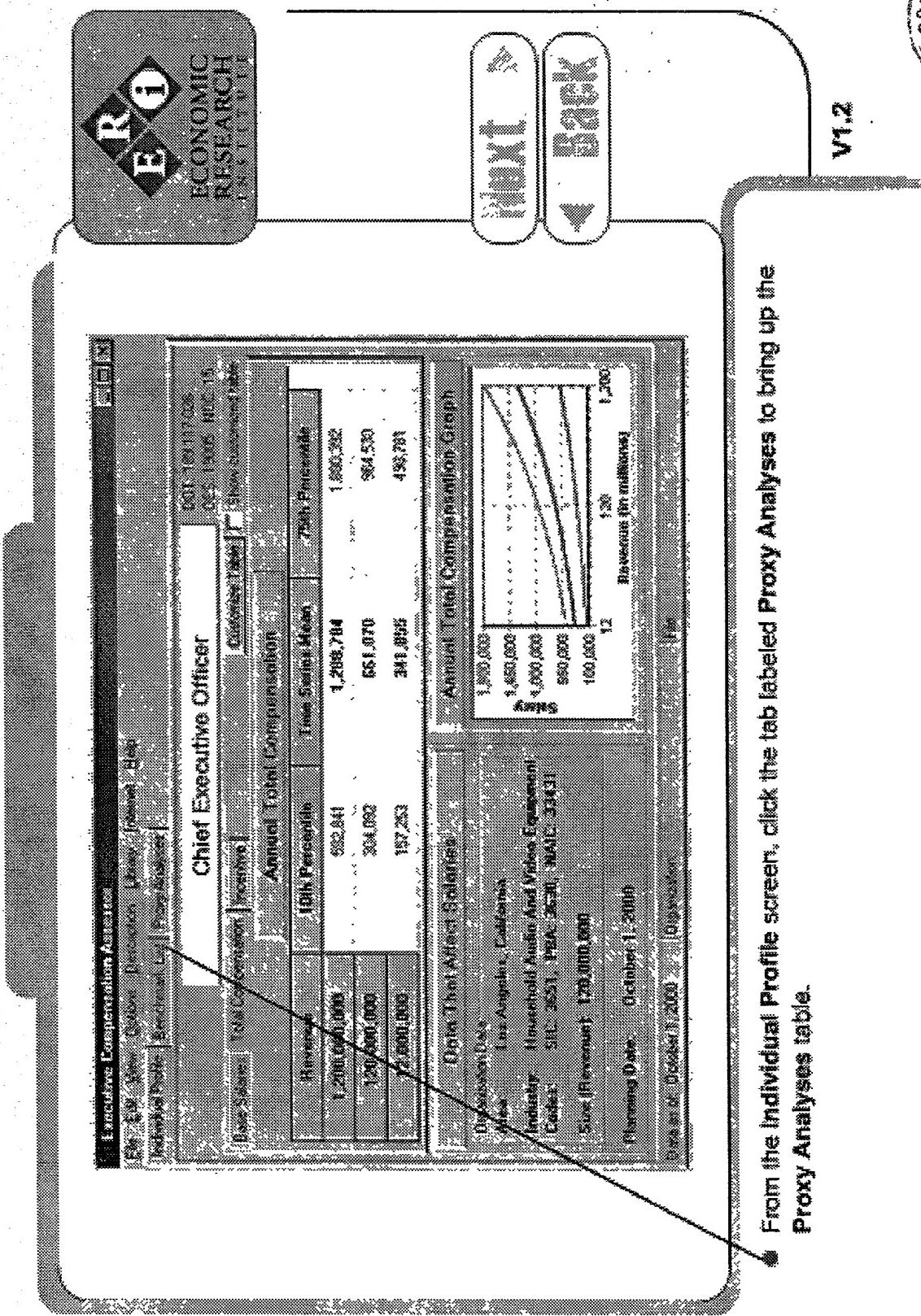


Fig. 12





From the Individual Profile screen, click the tab labeled **Proxy Analyses** to bring up the **Proxy Analyses** table.

Fig. 13

ERI Benefit & Compensation Administration Assessor

ERI Benefit & Compensation Administration Assessor



January 2001

ERI Example

BETA-TEST VERSION 1.0

DataBase Administration

- Employee Human Resources Database
- On-Line Employee Benefit Claims Review
- Benefit & Compensation Plan Database
- Benefits Communications
- On-Line Benefit Enrollment Changes
- Employee Benefit Communications
- Frequently Asked Questions

Welcome!

For the last several years, ERI has experimented with Internet-based benefits communications (BenefitsReview.com) and on-line U.S. and Canadian Benefits Surveys (SalariesReview.com). The Benefit & Compensation Administration Assessor is designed to combine the power of these Internet applications and other on-line benefit providers like Aetna and iBenefits, with software applications specifically designed to meet the needs of the Human Resources Administrator.

Please click on a module at left to view more information.

To download and install the latest beta-test version of the Benefit & Compensation Administration Assessor please visit www.eri.com/Subscriber%20Updates/Updates.htm.

Planning

- Salary Increases/Budgeting/Plans
- Relocation Labor Cost Modeling
- Incentive and Gain Sharing Plans

Compliance

- Employee Benefit 5500 Reporting
- Benefit Plan Discrimination Testing
- Human Resource CodeofLaw

Benefits Assessment

Employee Benefits

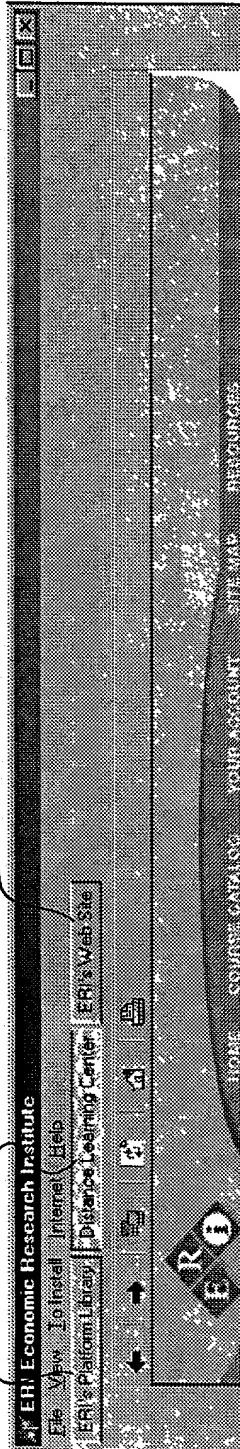
© 2001 ERI Computer Systems Inc. All rights reserved.



Fig. 14

546 548

550



Plan (75)

Chapters (2): Compensation of Sales and Professional Employees

- * Interactive Course: Creating Per Diem Allowance Program (76)
- Plan (75): Managerial and Executive Compensation**

Chapters (2): International Remuneration

- * Interactive Course: Maximum Reasonable Compensation (72) Black-Scholes Valuations (22)
- Accumulated Earnings and Deferred Compensation (42)

Chapters (2): International Remuneration

- * Interactive Course: Local and Third Country National Compensation (31)
- Determining an Expatriate's Compensation (32)

Workshop

Tutorial

Online Survey

Textbook

ERI URL

506 508 510 512 514 516 518

502

503

504

505

506

507

508

509

510

511

512

513

514

515

516

517

518

519

520

521

522

523

524

525

526

527

528

529

530

531

532

533

534

535

536

537

538

539

540

541

542

543

544

545

546

547

548

549

550

551

552

553

554

555

556

557

558

559

560

561

562

563

564

565

566

567

568

569

570

571

572

573

574

575

576

577

578

579

580

581

582

583

584

585

586

587

588

589

590

591

592

593

594

595

596

597

598

599

600

601

602

603

604

605

606

607

608

609

610

611

612

613

614

615

616

617

618

619

620

621

622

623

624

625

626

627

628

629

630

631

632

633

634

635

636

637

638

639

640

641

642

643

644

645

646

647

648

649

650

651

652

653

654

655

656

657

658

659

660

661

662

663

664

665

666

667

668

669

670

671

672

673

674

675

676

677

678

679

680

681

682

683

684

685

686

687

688

689

690

691

692

693

694

695

696

697

698

699

700

701

702

703

704

705

706

707

708

709

710

711

712

713

714

715

716

717

718

719

720

721

722

723

724

725

726

727

728

729

730

731

732

733

734

735

736

737

738

739

740

741

742

743

744

745

746

747

748

749

750

751

752

753

754

755

756

757

758

759

760

761

762

763

764

765

766

767

768

769

770

771

772

773

774

775

776

777

778

E61X

SalariesReview.com - Compensation and Benefits Data - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Stop Refresh Home Search Favorites Help Print Find Options Delete Home

Address http://www.salariesreview.com/surveys/national_pay.cfm?cid=6&jsn02&fcid=45987328&td=1&dedbeadlist=T

Our Story Survey Results Decision Map Shopping Cart Feedback

SalariesReview.com The Business of Pay Information

U.S./Canada Wage & Salary Report

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price US \$18.00

US/Canada Zip Enter a postal code now to jump to Step 4!

Example: Report: Middlebrook

Select your area/position. Wait for the screen to refresh itself after each selection.)

Step 1. Country

United States Minnesota Wisconsin

Step 2. State/Province

Minnesota Wisconsin

Step 3. City in Survey Area

Waconia

Step 4. Position

(3,248 available titles.)

Tax Compliance Manager

Description - No Position Selected

Alternate Titles

Add to Cart

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

International Cost-of-Living

College Graduate Offer

CPAs click here!
ACPA

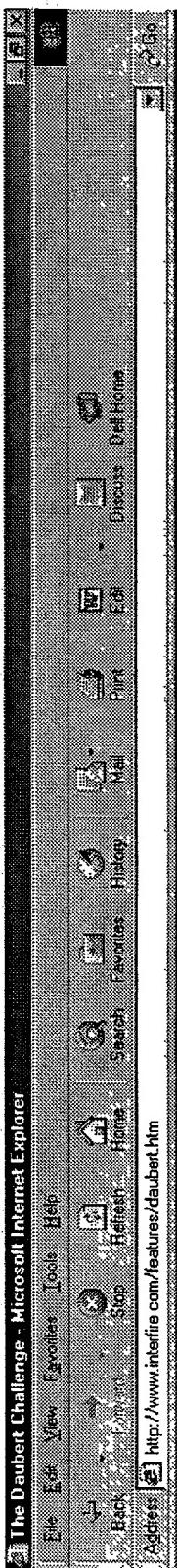
Affinity Program Provider

Reduce Costs
Without
Data

© 2002 SalariesReview.com

Fig. 16





Fire Scene Investigation: The Daubert Challenge

Guy E. Burnette, Jr., Esquire
Butler Burnette Pappas
gbutlerburnette@comcast.net

In 1923, the United States Circuit Court for the District of Columbia, in the case of *Frye v. United States*, 54 App. D.C. 46, 293 F. 1013 (1923) established a threshold standard for the admission of expert testimony in federal court cases. That standard imposed a requirement that the data and methodology used by the expert in developing an opinion be of the kind "generally accepted" by other practitioners within that particular discipline. This standard of "general acceptance" was universally adopted and subsequently used in both federal and state courts for over 70 years. It is still used today in a number of state court jurisdictions. However, a new standard of admissibility in federal court cases was established in 1993 which has since been adopted in a growing number of state court systems. As this new standard has recently been applied to fire scene investigation, it presents a significant challenge to the traditional admissibility of fire origin and cause testimony.

In 1975, Congress enacted Federal Rule of Evidence 702, which was intended to simplify and liberalize the admission of expert testimony. That rule states:

If scientific, technical, or other specialized knowledge will assist the trier of fact to understand the evidence or to determine a fact in issue, a witness qualified as an expert by knowledge, skill, experience, training, or education, may testify thereto in the form of an opinion or otherwise.

While Rule 702 was intended to broaden the general admissibility of expert testimony and certainly did so, it did not directly address the legal standard for measuring the foundation of an expert's conclusions. The *Frye* standard of "general acceptance" continued to be used until the Supreme Court issued its opinion in *Daubert v. Merrill-Dow Pharmaceuticals*, 509 U.S. 579, 113 S. Ct. 2786, 125 L.Ed.2d 469 (1993). In *Daubert* the Court ruled that the *Frye* test had been effectively abolished by Rule 702 and the federal courts must now apply a new standard for the admission of expert testimony.

Daubert was a case involving birth defects allegedly caused by the mother's use of Bendectin, an anti-nausea drug, during her pregnancy. Merrill-Dow moved for summary judgment in the case, claiming its drug had not caused the injury to the child. In support of its motion, Merrill-Dow submitted the affidavit of a physician and

Fig. 17



Human Resources Codes and Laws - Microsoft Internet Explorer

File Edit View Favorites Tools Help
 Stop Refresh Home Address http://www.einen.com/codes/
 Address

Human Resource Codes & Laws

HOME FAQ ABOUT US TECH SUPPORT PRESS SEARCH E-MAIL ORDER

as the Citizenship and Immigration Canada's web site
<http://www.cic.gc.ca/english/about/faq/ask%20D16e.html>. These two federal departments
 are responsible for this policy. The former is responsible for the validation of the offer of
 employment; the latter is responsible for the employment authorization.

MANITOBA - REMUNERATION
www.SalariesReview.com is a recommended source for U.S./Canadian wages & salaries
 (covering 3,000 positions).

MANITOBA - TERMINATION & SEVERANCE PAY
Notice of Termination by Employer: 1 pay period.

Vacation Pay Upon Termination: 4% of annual earnings; 6% after 5 years.
 (Manitoba Labour Standards)

Payment Required: Within 5 days of termination.

MANITOBA - UNEMPLOYMENT TAX
 See Canadian Federal Unemployment Insurance
 (Manitoba Labour Standards)

MANITOBA - VACATION PAY
 2 weeks; after 5 years, 3 weeks.
 (Manitoba Labour Standards)

MANITOBA - VOTING TIME OFF

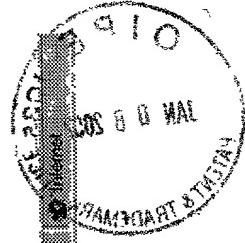


Fig. 18